

City of Minneapolis

Request for Committee Action

To: Committee of the Whole
Date: 3/16/2016
From: City Coordinator's Office
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Presented by: Liz Doyle, WPG Chair, and Jim Rowader, WPG Vice-Chair
File type: Receive & File
Subcategory: Report

Subject:

Earned sick-time policy recommendations

Description:

Receiving a report from the Workplace Regulations Partnership Group recommending elements for a potential municipal policy regulating earned (paid) sick time.

Previous Actions:

On November 23, 2015, the Workplace Regulations Partnership Group was created and charged with studying policy proposals related to earned sick time, see [Legislative File No. 15-01373](#).

Ward/Address:

All Wards

Background/Analysis:

Each year in the United States, workplaces lose \$250 billion in productivity as the result of illness. Of that amount, nearly \$180 billion, or approximately 72 percent, is because people come to work sick instead of staying home. Research shows nearly 4 in 10 private sector workers—and 80 percent of the lowest-wage workers—do not have access to paid sick time to address their own health needs. That equates to approximately 43 million workers across the nation who lack access to paid sick days. And still more do not have access to paid time away from work to care for family members. These workers face an impossible choice when they are sick: stay home and risk their economic security, or go to work and risk their health and potentially the health of others. Worse still, workers without paid sick time are more likely to delay needed medical care which can lead to prolonged illness and turn minor health problems into major, more-costly healthcare challenges. Paid sick-time policies have been enacted in 21 cities, 4 states, and 1 county in the United States. According to a national 2015 study conducted by Lake Research Partners, 88 percent of likely voters expressed support for providing paid sick-time leave to all workers so that they are able to care for themselves and their family members.

Given the disproportionate impact lack of paid sick time has on women and people of color, as shown in various studies, the Workplace Regulations Partnership Group was established to evaluate options for a similar municipal policy in Minneapolis. Representing employees, employers, and key stakeholder groups representing workers and business interests, the Partnership Group was tasked with researching issues related to paid sick-time policies and the impacts, including regional and cross-jurisdictional implications, of the same and to report recommendations for potential policy elements that could be included in a municipal mandate in the City of Minneapolis.

Having engaged the community through numerous listening sessions, reviewed research and studies on similar policies in other jurisdictions, considered potential public health risks as well as benefits, and the impact on employers of all sizes and types, the Workplace Partnership Group has reached a decision on several key elements that should be considered in a potential municipal policy; these are grouped in broad categories for scope, usage, accrual, implementation, monitoring, and enforcement. The full report by the Workplace Regulations Partnership Group is attached.

Financial Review:

No additional appropriation required, amount included in current budget.

Future budget impact anticipated.

It is impossible to quantify the exact fiscal impact of a potential municipal sick-time policy until further parameters have been established for a program based on direction from the Mayor and City Council. Two positions were established in the City Coordinator's office as part of the 2016 Budget to assist in developing, implementing, and monitoring a program; however, it is unknown what further resources may be required.

Approved by the Permanent Review Committee.

Meets Small and Underutilized Business Program goals.

Attachments:

1. Workplace Regulations Partnership Group Report

Also, see the WPG Website for additional reports, materials, listening session notes, etc., at: <http://www.ci.minneapolis.mn.us/workplacepartnership/index.htm>, on file and available for public inspection from the Office of City Clerk.